



Basingstoke
and Deane

The report of the Independent Remuneration Panel appointed to
review the allowances paid to Councillors
of Basingstoke and Deane Borough Council

DECEMBER 2025

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1. Introduction and background

1.1.1 The Local Authorities (Members' Allowances) (England) Regulations 2003 ("the 2003 Regulations"), as amended, require all local authorities to appoint an independent remuneration panel (IRP) to advise on the terms and conditions of their scheme of councillors' allowances.

1.1.2 Basingstoke and Deane Borough Council formally appointed the following persons to undertake this process and make recommendations on its future scheme.

Dennis Frost- Former Local Government Officer

Gordon Manickam- Civil Servant

Mark Palmer – Director: Development and Governance, South East Employers (Chair)

1.1.3 Our terms of reference were in accordance with the requirements of the 2003 Regulations, together with "Guidance on Consolidated Regulations for Local Authority Allowances" issued jointly by the former Office of the Deputy Prime Minister and the Inland Revenue (July 2003). Those requirements are to make recommendations to the Council as to:

- (a) the amount of basic allowance to be payable to all councillors.
- (b) the level of allowances and whether allowances should be payable for:
 - (i) special responsibility allowances.
 - (ii) travelling and subsistence allowance.
 - (iii) dependants' carers' allowance.
 - (iv) parental leave.
 - (v) co-optees' and
 - (vi) Independent persons allowance.and the amount of such allowances.
- (c) whether payment of allowances may be backdated if the scheme is amended at any time to affect an allowance payable for the year in which the amendment is made.
- (d) whether adjustments to the level of allowances may be determined according to an index and if so which index and how long that index should apply, subject to a maximum of four years before its application is reviewed.

2. Current scheme

2.1.1 The last review of councillors' allowances was undertaken by the IRP for the Council in January 2022.

2.1.2 The Scheme currently provides that all councillors are each entitled to a total basic allowance of £8,511 per annum. In addition, some councillors receive special responsibility allowances for undertaking additional duties.

- 2.1.3 Councillors may also claim the cost of travel and subsistence expenses and for expenditure on the care of children or dependants whilst on approved duties.

3. Principles underpinning our review

3.1 The Public Service Principle

- 3.1.1 This is the principle that an important part of being a councillor is the desire to serve the public and, therefore, not all of what a councillor does should be remunerated. Part of a councillor's time should be given voluntarily. The consolidated guidance notes the importance of this principle when arriving at the recommended basic allowance.¹ Moreover, we found that a public service concept or ethos was articulated and supported by all of the councillors we interviewed and in the responses to the questionnaire completed by councillors as part of our review.
- 3.1.2 To provide transparency and increase an understanding of the Panel's work, we will recommend the application of an explicit Public Service Discount (or PSD). Such a PSD is applied to the time input necessary to fulfil the role of a councillor. Further explanation of the PSD to be applied is given below in Section 4.

3.2 The Fair Remuneration Principle

- 3.2.1 Alongside the belief that the role of the elected Councillor should, in part, be viewed as unpaid voluntary service, we advocate a principle of fair remuneration. The Panel in 2025 continues to subscribe to the view promoted by the independent Councillors' Commission:

Remuneration should not be an incentive for service as a councillor. Nor should lack of remuneration be a barrier. The basic allowance should encourage people from a wide range of backgrounds and with a wide range of skills to serve as local councillors. Those who participate in and contribute to the democratic process should not suffer unreasonable financial disadvantage as a result of doing so.²

- 3.2.2 We are keen to ensure that our recommended scheme of allowances provides reasonable financial compensation for councillors. Equally, the scheme should be fair, transparent, logical, simple, and seen as such.
- 3.2.3 Hence, we continue to acknowledge that:
- (i) allowances should apply to roles within the Council, not individual councillors.
 - (ii) allowances should represent reasonable *compensation* to councillors for expenses they incur and time they commit in relation to their role, not *payment* for their work; and
 - (iii) special responsibility allowances are used to recognise the *significant* additional responsibilities which attach to some roles, not merely the extra time required.

¹ The former Office of Deputy Prime Minister – now the Department for Communities, Housing and Local Government, and Inland Revenue, *New Council Constitutions: Guidance on Consolidated Regulations for Local Authority Allowances*, London: TSO, July 2003, paragraph 68.

² Rodney Brooke and Declan Hall, *Members' Remuneration: Models, Issues, Incentives and Barriers*. London: Communities and Local Government, 2007, p.3.

- 3.2.4 In making our recommendations, we have therefore sought to maintain a balance between:
- (i) the voluntary level of a councillor’s role.
 - (ii) the need for appropriate financial recognition for the expenses incurred and time spent by councillors in fulfilling their roles; and
 - (iii) the overall need to ensure that the scheme of allowances is neither an incentive nor a barrier to service as a councillor.
- 3.2.5 The Panel also sought to ensure that the scheme of allowances is understandable in the way it is calculated. This includes ensuring the bandings and differentials of the allowances are as transparent as possible.
- 3.2.6 In making our recommendations, we wish to emphasise that any possible negative impact they may have is not intended and should not be interpreted as a reflection on any individual councillor’s performance in the role.

4. Considerations and recommendations

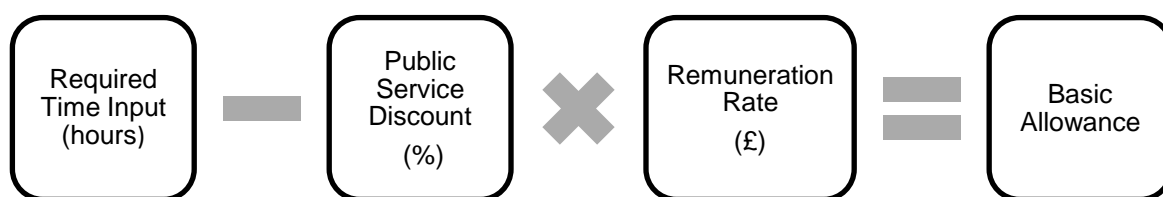
4.1 Basic Allowance

- 4.1.1 A Council’s scheme of allowances must include provision for a basic allowance, payable at an equal flat rate to all councillors. The guidance on arriving at the basic allowance states, “*Having established what local councillors do, and the hours which are devoted to these tasks the local authorities will need to take a view on the rate at which, and the number of hours councillors ought to be remunerated.*”³
- 4.1.2 In addition to the regular cycles of Council and committee meetings, a number of working groups involving councillors may operate. Many councillors are also appointed by the Council to a number of external organisations.
- 4.1.3 We recognise that councillors are responsible to their electorate as:
- Representatives of a particular ward.
 - Community leaders.
 - Decision makers for the whole Council area.
 - Policy makers for future activities of the Council.
 - Scrutineers and auditors of the work of the Council; and
 - Regulators of planning, licensing and other matters required by Government.
- 4.1.4 The guidance identifies the issues and factors an IRP should have regard to when making a scheme of allowances.⁴ For the basic allowance we considered three variables in our

³ The former Office of Deputy Prime Minister – now the Ministry for Housing, Communities and Local Government, and HM Revenue & Customs, *New Council Constitutions: Guidance on Consolidated Regulations for Local Authority Allowances*, London: TSO, July 2003, paragraph 67.

⁴ The former Office of Deputy Prime Minister – now the Ministry for Housing, Communities and Local Government, and HM revenue & Customs, *New Council Constitutions: Guidance on Consolidated Regulations for Local Authority Allowances*, London: TSO, July 2003, paragraphs 66-81.

calculation: the time required to execute the role effectively; the public service discount; and the rate for remuneration.



4.1.5 Each of the variables is explained below.

[Required Time Input](#)

4.1.6 We ascertained the average number of hours necessary per week to undertake the role of a councillor (with no special responsibilities) from questionnaires and interviews with councillors and through reference to the relevant information. In addition, we considered further information about the number, range, and frequency of committee meetings.⁵

4.1.7 Discounting attendance at political meetings (which we judged to be centred upon internal political management), we find that the average time commitment required to execute the role of a councillor with no special responsibilities is 16 hours per week.

[Public Service Discount \(PSD\)](#)

4.1.8 From the information analysed, we found councillors espoused a high sense of public duty. Given the weight of evidence presented to us concerning, among other factors, the levels of responsibility, the varied nature of the role, the need for learning and development, and the increasing accessibility and expectations of the public, we recommend a Public Service Discount of 50 per cent to the calculation of the basic allowance. This percentage sits within the top-range of PSDs applied to basic allowances by councils in the region.

[Remuneration Rate](#)

4.1.9 After establishing the expected time input to be remunerated, we considered a remuneration rate. We came to a judgement about the rate at which the councillors ought to be remunerated for the work they do.

4.1.10 To help identify an hourly rate for calculating allowances, we utilised relevant statistics about the local labour market published by the Office for National Statistics. We selected the average (median), full-time gross⁶ wage per hour for the Basingstoke and Deane Borough Council area £21.19⁷ per hour.

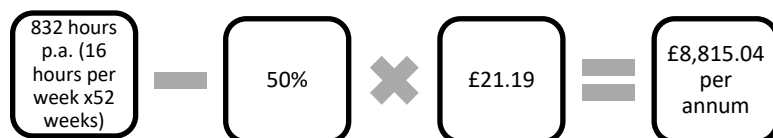
⁵ The summary responses to the questionnaire are included as Appendix 2.

⁶ The basic allowance, special responsibility allowance, dependants' carers' allowance, and co-optees' / independent persons allowance are taxable as employment income.

⁷ The Nomis official labour market statistics: Hourly Pay – Gross median (£) For full-time employee jobs by place of residence: UK December 2024.

Calculating the basic allowance

4.1.11 After determining the amount of time required each week to fulfil the role (16 hours), the level of PSD to be applied (50%) and the hourly rate to be used (£21.19), we calculated the basic allowance as follows:



4.1.12 The gross Basic Allowance before the PSD is applied is **£17,630.08**. Following the application of the PSD this leads to a basic allowance of **£8,815.04** per annum.

4.1.13 This amount is intended to recognise the overall contribution made by councillors, including their work on council bodies, ward work and attendance on external bodies.

4.1.14 We did also note the levels of basic allowance currently allocated by other District and Borough councils in Hampshire, (see table below and Appendix 3).

Council	Hampshire District/Borough Councils: Basic Allowances (£) 2025 ⁸
Basingstoke and Deane Borough Council	8,511
East Hampshire District Council	7,480
Eastleigh Borough Council	8,681
Fareham Borough Council	7,405
Gosport Borough Council	8,250
Hart District Council	5,191
Havant Borough Council	6,490
New Forest District Council	8,140
Rushmoor Borough Council	6,602
Test Valley Borough Council	9,999
Winchester City Council	7,426
Average	7,652

4.1.15 The Panel again wished to ensure the level of basic allowance does not constitute a barrier to candidates from all sections of the community standing, or re-standing, for election as councillors. The Panel was of the view that the 2022 review had made recommendations to ensure that the current basic was in accordance with the principle of fair remuneration and the 2025 review has consolidated this approach through the continued application of a transparent and clear formula for calculating the Basic Allowance. Such a formula will assist a future Panel in recommending a Basic Allowance.

⁸ Figures drawn from the South East Employers, Members' Allowances Survey 2025 (October 2025).

WE THEREFORE RECOMMEND that the Basic Allowance payable to all members of Basingstoke and Deane Borough Council be £8,815 per annum

4.2 Special Responsibility Allowances (SRAs)

- 4.2.1 Special Responsibility Allowances are awarded to councillors who perform significant additional responsibilities over and above the roles and expenses covered by the basic allowance. These special responsibilities must be related to the discharge of the council's functions.
- 4.2.2 The 2003 Regulations do not limit the number of SRAs which may be paid, nor do they prohibit the payment of more than one SRA to any one councillor. They do require that an SRA be paid to at least one councillor who is not a member of the controlling group of the Council. As the guidance suggests, if the majority of councillors receive a SRA, the local electorate may rightly question the justification for this.⁹
- 4.2.3 We conclude from the evidence we have considered that the following offices bear *significant* additional responsibilities:
- Leader of the Council
 - Deputy Leader of the Council
 - Cabinet Members
 - Principal Opposition Group Leader
 - Other Opposition Group Leader(s)
 - Chair of Resources Overview and Scrutiny
 - Vice Chair of Resources Overview and Scrutiny
 - Chair of Resident Services Overview and Scrutiny
 - Vice Chair of Resident Services Overview and Scrutiny
 - Chair of Environment and Infrastructure Overview and Scrutiny
 - Vice Chair of Environment and Infrastructure Overview and Scrutiny
 - Chair of South Ham and Buckskin Regeneration Overview and Scrutiny
 - Vice Chair of South Ham and Buckskin Regeneration Overview and Scrutiny
 - Chair of Development Control
 - Vice Chair of Development Control
 - Chair of Licensing
 - Vice Chair of Licensing
 - Chair of Audit and Accounts
 - Vice Chair of Audit and Accounts
 - Chair of Human Resources
 - Vice Chair of Human Resources
 - Chair of Standards
 - Vice Chair of Standards
 - Mayor
 - Deputy Mayor
 - Co-Opted Member
 - Independent Persons

⁹ The former Office of Deputy Prime Minister – now the Ministry for Housing, Communities and Local Government, and HM Revenue and Customs, *New Council Constitutions: Guidance on Consolidated Regulations for Local Authority Allowances*, London: TSO, July 2003, paragraph 72.

One SRA Only Rule

- 4.2.4 To improve the transparency of the scheme of allowances, we feel that no councillor should be entitled to receive at any time more than **one SRA**. If a councillor can receive more than one SRA, then the public is unable to ascertain the actual level of remuneration for an individual councillor from a reading of the Scheme of Allowances.
- 4.2.5 Moreover, the One SRA Only Rule avoids the possible anomaly of the Leader receiving a lower allowance than another councillor. If two or more allowances are applicable to a councillor, then the higher-valued allowance would be received. The One SRA Only Rule is customary practice for many councils. Our calculations for the SRAs are based on this principle, which should be highlighted:

WE THEREFORE RECOMMEND that that no councillor shall be entitled to receive at any time more than one Special Responsibility Allowance and that this One SRA Only Rule be adopted into the Scheme of Allowances.

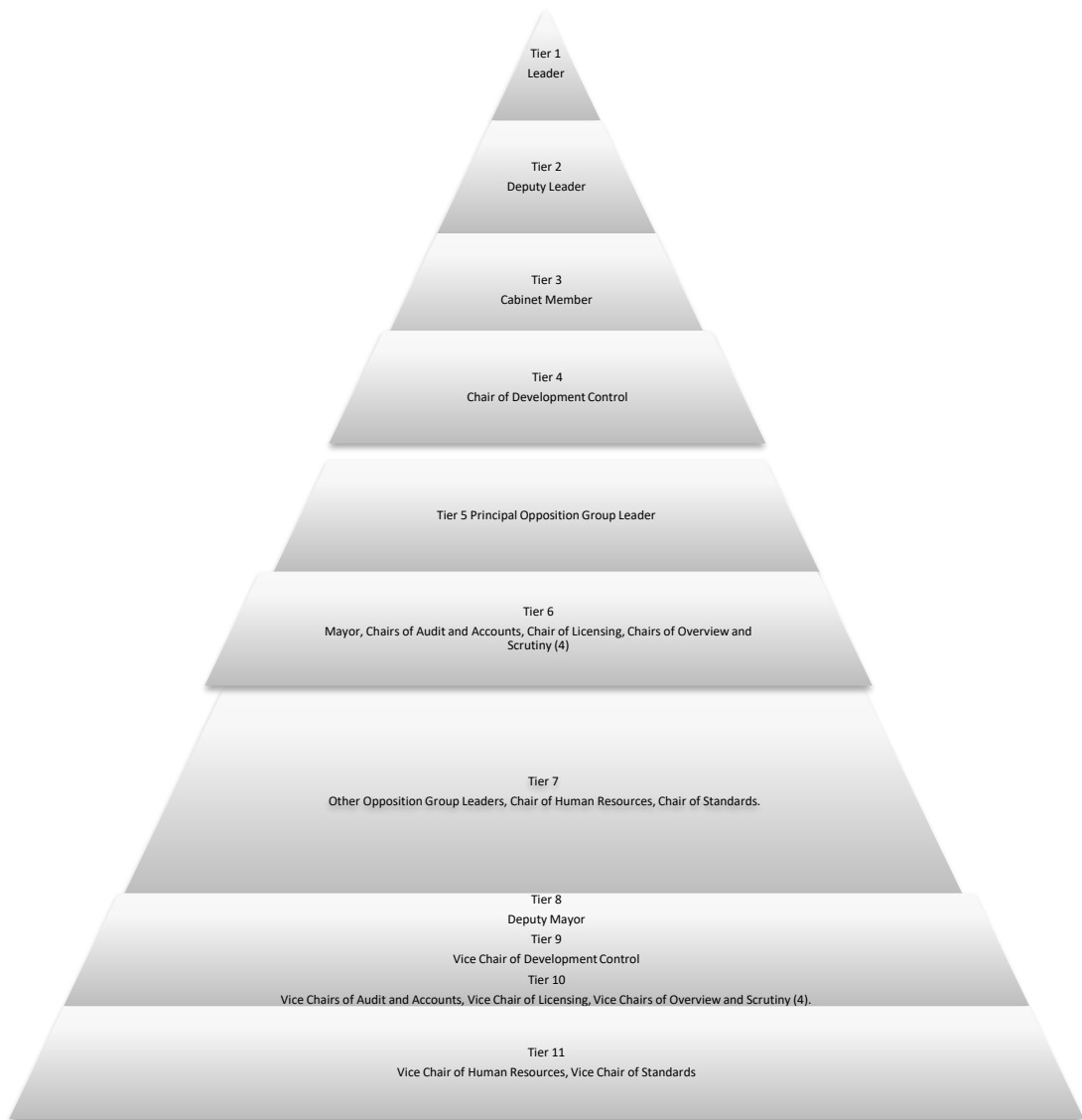
The Maximum Number of SRA's Payable

- 4.2.6 In accordance with the 2006 Statutory Guidance (paragraph 72) the Panel is of the view that the Council should *work towards* adhering to the principal that no more than 50% of Council Members (27) should receive an SRA at any one time.

Calculating SRAs

- 4.2.7 The Panel supported the criteria and formula for calculating the Leader of the Council allowance based on a multiplier of the Basic Allowance; this role carries the most significant additional responsibilities and is the most time consuming.
- 4.2.8 We applied a multiplier of the basic allowance to establish the Leader's SRA. Other SRAs are then valued downwards as a percentage of the Leader's allowance. This approach has the advantage that, when future adjustments to the SRAs are required, changing the Leader's SRA will have a proportionate and easily calculable effect on the other SRAs within the scheme.

We grouped together in Tiers those roles that we judged to have a similar level of responsibility. The outline result of this approach is illustrated in a pyramid of responsibility:



The rationale for these ten tiers of responsibility is discussed below.

[Leader \(Tier One\)](#)

- 4.2.9 The Council elects for a four-year term of office a Leader who is responsible for the discharge of all executive functions of the Council. The Leader is the principal policy maker and has personal authority to determine delegated powers to the rest of the Cabinet. The Leader is also responsible for the appointment (and dismissal) of members of the Cabinet and their respective areas of responsibility.
- 4.2.10 The multiplier we applied to calculate the Leader's SRA is again 350% (3.5 x times) the basic allowance. If the recommended option of a basic allowance with a PSD of 50% is adopted, this results in a Leader's Allowance of £30,853.

WE RECOMMEND that the Leader of the Council should receive a Special Responsibility Allowance of 350% of the basic allowance, £30,853.

[Deputy Leader \(Tier Two\)](#)

- 4.2.11 The Deputy Leader usually acts on the Leader's behalf in their absence. Within the current political context of Basingstoke and Deane Borough Council the Co-Leader

receives the Deputy Leader's Allowance. From the information we gathered, we continue to consider this additional responsibility should be reflected in the level of allowance. Therefore, we recommend the Deputy Leader's SRA be set at 65% of the Leader's SRA. If our recommendations concerning the basic allowance and the Leader's SRA are adopted, this results in an allowance of £20,054.

WE RECOMMEND that the Deputy Leader receive a Special Responsibility Allowance of 65% of the Leader's Allowance, £20,054.

Cabinet Members (Tier Three)

- 4.2.12 Cabinet Members appointed by the Leader of the Council have significant delegated decision-making responsibilities and this responsibility is in both time and complexity of the role.
- 4.2.13 The Panel was of the view that it is important that the Leader can continue to appoint a Cabinet that is best able to respond to the current and future challenges. The panel is therefore of the view that the Special Responsibility Allowance for a Cabinet Member should continue to be at 50% of the Leader's Allowance, £15,427.

WE RECOMMEND that a Cabinet Member should receive an allowance of 50% of the Leaders Allowance, £15,427.

Chair of Development Control (Tier Four)

- 4.2.14 The Development Control Committee continues to have a high impact across the Council area and has a significantly growing workload that includes regular site visits and a high number of meetings. The Panel therefore recommends that the Chair of the Development Control Committee should now receive a Tier Four allowance, 35% of the Leader's Allowance, £10,799.

WE RECOMMEND that the Chair of Development Control should now receive a Special Responsibility Allowance of 35% of the Leader's Allowance, £10,799

Principal Opposition Group Leader (Tier Five)

- 4.2.15 From the evidence gathered, including questionnaire responses and face to face interviews, we continue to consider the Principal Opposition Group Leader to be a significant role, and the 2003 Regulations require that the Principal Opposition Group Leader receive a Special Responsibility Allowance. The Leader of the Principal Opposition Group must both ensure democratic accountability and the holding to account of the administration but also manage and develop a Group of significant size.

WE RECOMMEND that the Principal Opposition Group Leader receive a Special Responsibility Allowance of 30% of the Leaders Allowance, £9,256.

Mayor, Chairs of Audit and Accounts, Chair of Licensing, Chair of Resources Overview and Scrutiny, Chair of Resident Services Overview and Scrutiny, Chair of Environment and Infrastructure Overview and Scrutiny and Chair of South Ham and Buckskin Regeneration Overview and Scrutiny Committee (Tier Six)

- 4.2.16 The role of Mayor continues to be a highly visible role across the Council area and undertakes a high number of civic engagements that raise the profile of the Council. We

therefore continue to recommend that the role of Mayor be recognised at Tier Six and receive an allowance of £7,713, 25% of the Leader's Allowance.

4.2.17 The Panel was also of the view that the Chairs of the Audit and Accounts, Licensing and the four Overview and Scrutiny Committees should continue to be recognised at the same level and therefore continue to receive the same Special Responsibility Allowance. The Panel therefore recommends that the Chairs of these Committees should continue to receive an allowance of 25% of the Leaders' Allowance, £7,713.

WE RECOMMEND that the Mayor should continue to receive a Tier Six allowance 25% of the Leader's allowance, £7,713.

WE ALSO RECOMMEND that the allowance for the Chairs of Audit and Accounts, Licensing and the Chairs of Resources, Resident Services, Environment and Infrastructure and the South Ham and Buckskin Regeneration Overview and Scrutiny Committees should receive a Special Responsibility Allowance of 25% of the Leaders Allowance, £7,713.

Other Opposition Group Leaders, Chair of Human Resources and Chair of Standards Committees (Tier Seven)

4.2.18 The Leaders of the Other Opposition Groups should continue to be a role of importance and the Panel was therefore of the continued view that the Leader(s) of the Other Opposition Group(s) should receive a Tier Seven allowance, 50% of the Principal Opposition Group Leader's Allowance, £3,909. The Panel continues to be of the view that for an Opposition Group Leader to receive the Special Responsibility Allowance the group should constitute at least 10% of all Members (10% of 54 Members), five Members in the group.

WE RECOMMEND that the Other Opposition Group Leader(s), should receive a Tier Seven Allowance, 50% of the Principal Opposition Group Leader's Allowance, £4,628.

WE FURTHER RECOMMEND that for an Opposition Group Leader to receive the Special Responsibility Allowance the group should constitute at least 10% of all Members (10% of 54), five Members in the Group.

4.2.19 The Panel was made aware during the interviews and within the questionnaire that the Human Resources and Standards Committee were meeting infrequently and two meetings per annum was quoted to the Panel in respect of the number of meetings of these committees. Although frequency of meetings is not the only factor that determines a Chairs allowance it is certainly a contributing factor. The Panel is therefore of the view that the Chairs of the Human Resources and Standards Committees should now receive a Tier Seven allowance, 15% of the Leader's Allowance, £4,628.

WE RECOMMEND that the Chair of the Human Resources Committee and the Chair of the Standards Committee should receive a Tier Seven allowance, 15% of the Leader's Allowance, £4,628.

Deputy Mayor (Tier Eight)

4.2.20 The role of Deputy Mayor like that of the Mayor continues to be a high-profile role that has a significant impact across the Council area and a high workload based on the

number and frequency of civic engagements. The Panel is of the view that the role of Deputy Mayor should continue to receive an allowance based on 25% of the Mayoral Allowance, £1,928.

WE RECOMMEND that the Deputy Mayor should receive a Tier Eight Allowance, 25% of the recommended Mayoral Allowance, £1,928.

[Vice Chair of Development Control \(Tier Nine\)](#)

- 4.2.21 The Panel recognised the importance of the role of the Vice Chair of Development Control in terms of workload and the frequency of meetings and site visits. The Panel therefore recommends that the Vice Chair of Development Control should receive a Tier Nine allowance, 10% of the Chair of Development Control, £1,080.

WE RECOMMEND that the Vice Chair of Development Control should receive an allowance of 10% of the Chair of Development Control, £1,080.

[Vice Chairs of Audit and Accounts, Vice Chair of Licensing, Vice Chairs of Resources, Resident Services, Environment and Infrastructure and South Ham and Buckskin Regeneration Overview and Scrutiny Committees \(Tier Ten\)](#)

- 4.2.22 The Panel continued to recognise that the Vice Chairs of the committees should continue to receive a Special Responsibility Allowance. The Panel therefore recommends that the Vice Chairs of Audit and Accounts, Licensing and the four Overview and Scrutiny Committees should receive a Tier Ten allowance, 10% of the Chair's Allowance, £771.

WE RECOMMEND that the Vice Chair of the Audit and Accounts, Licensing; and the Vice Chairs of the Resources, Resident Services, Environment and Infrastructure and the South Ham and Buckskin Regeneration Overview and Scrutiny Committees should receive a Tier Ten allowance, 10% of the Chair's Allowance, £771.

[Vice Chair of Human Resources and Vice Chair of Standards \(Tier Eleven\)](#)

- 4.2.23 The Panel recommends that the Vice Chair of Human Resources and the Vice Chair of Standards Committees should also receive an allowance of 10% of the Chair of Human Resources and Chair of the Standards Committees, £463.

WE RECOMMEND that the Vice Chair of Human Resources Committee and the Vice Chair of the Standards Committee should receive a Tier Eleven Allowance, £463.

4.3 Co-Optees' and Independent Persons Allowance

- 4.3.1 An IRP may recommend the payment and level of an allowance for those who serve on the committees or sub-committees of a Council but are not members of the Council. We recognise that in so doing, an element of the contribution made by the co-optees/Independent Persons should be voluntary. We therefore continue to recommend that co-optees of the Council are entitled to an allowance plus travel, subsistence and other expenses in accordance with the scheme applicable to councillors.

WE RECOMMEND that the Co-opted Members and Independent Persons should continue to receive the current level of allowances. The role will also receive the

annual level of indexation that Councillors receive plus travel, subsistence and other expenses in accordance with the scheme applicable to councillors.

- **Co- Opted Members - £747 per annum.**
- **Independent Member Persons Allowance (Standards and Audit and Accounts) - £2,235 per annum.**

4.4 Travelling and Subsistence Allowance

- 4.2.16 A scheme of allowances may provide for any councillor to be paid for travelling and subsistence undertaken in connection with any of the duties specified in Regulation 8 of the 2003 Regulations (see paragraph 5.10). Similarly, such an allowance may also be paid to Co-opted/Independent Persons of a committee or sub-committee of the Council in connection with any of those duties, provided that their expenses are not also being met by a third party.

WE RECOMMEND that travelling and subsistence allowance should be payable to councillors, Independent Persons and co-optees in connection with any approved duties. The amount of travel and subsistence payable shall continue to be at the maximum levels payable to council staff in line with HM Revenue and Customs' rates. We propose no changes to the current travel and subsistence allowances.

4.5 Dependent's Carers' Allowance

- 4.5.1 The dependent's carers' allowance should ensure that potential candidates are not deterred from standing for election and should enable current councillors to continue despite any change in their personal circumstances.
- 4.5.2 The Panel is of the view that the Dependent's Carers' Allowance should continue to be reimbursed at two rates for basic Child Care and more specialist care. With regards to childcare the Panel recommends that this should continue to be linked to the Real Living Wage as recommended by the Living Wage Foundation, currently £13.45 per hour.
- 4.5.3 With regard to more specialist care for adult and children the Panel continues to be of the view that this should be reimbursed at the actual cost incurred by the councillor upon production of receipts. In respect of specialist care provision medical evidence that this type of care provision is required should also be provided and approved by an appropriate officer of the Council.

WE THEREFORE RECOMMEND that the Dependent's Carers' Allowance should be based on two rates childcare and specialist care. The childcare rate should be linked to the Real Living Wage as recommended by the Living Wage Foundation, currently £13.45 per hour (reviewed on an annual basis).

Specialist care should continue to be based at cost upon production of receipts and in the case of specialist care a requirement of medical evidence that this type of care be required, the allowance should have no daily or monthly maximum claim when undertaking Approved Councillor Duties.

WE ALSO RECOMMEND that the Council should actively promote the allowance to prospective and new councillors both before and following an election. This may assist in supporting greater diversity of councillor representation.

4.6 Parental Leave

- 4.6.1 There is no uniform national policy to support councillors who require parental leave for maternity, paternity, or adoption leave. According to the Fawcett Society (Does Local Government Work for Women, 2018) a *'lack of maternity, paternity provision or support'* is a real barrier for women aged 18-44 to fulfil their role as a councillor.
- 4.6.2 We are of the view that support should be provided for parental leave although we do wish to stipulate an exact policy/procedure. The Panel was pleased that the Council developed and approved a Parental Leave Policy.

WE RECOMMEND that a policy on Parental Leave should continue to be adopted for Councillors and should be actively promoted to prospective and current Councillors alongside the Dependants' Carers Allowance to enhance and further increase the diversity of councillor representation.

4.7 Indexing of Allowances

- 4.7.1 A scheme of allowances may make provision for an annual adjustment of allowances in line with a specified index. The present scheme makes provision for the basic allowance, the special responsibility allowances, Independent Person(s) and Co-optee(s) allowance to be adjusted annually in line with staff salaries (NJC Terms and Conditions).

WE RECOMMEND that the basic allowance, each of the SRAs and the Independent Person(s) and Co-optee(s)' Allowance be increased annually in line with the percentage increase in staff salaries (NJC Terms and Conditions) from April 2026 for a period of up to four years.

4.8 Revocation of current Scheme of Allowances / Implementation of new Scheme

- 4.8.1 The 2003 Regulations provide that a scheme of allowances may only be revoked with effect from the beginning of a financial year, and that this may only take effect on the basis that the authority makes a further scheme of allowances for the period beginning with the date of revocation.

WE THEREFORE RECOMMEND that the new scheme of allowances to be agreed by the Council be implemented with effect from the beginning of the 2026-27 municipal year, at which time the current scheme of allowances will be revoked.

5. Our investigation

5.1 Background

- 5.1.1 As part of this review, a questionnaire was issued to all councillors to support and inform the review. Responses were received from 13 of the 54 current councillors (24% response). The information obtained was helpful in informing our deliberations.
- 5.1.2 We interviewed six current councillors using a structured questioning process. We are grateful to all our interviewees for their assistance.

5.2 Councillors' views on the level of allowances

- 5.2.1 A summary of the councillors' responses to the questionnaire are attached as Appendix 2.

6. Approved councillor duties

- 6.1.1 The Panel reviewed the recommended duties for which allowances should be payable and recommend that no changes be made.

WE THEREFORE RECOMMEND: That no changes are made to the Approved Duties as outlined in the Members' Allowance Scheme.

Mark Palmer (Chair of the Independent Remuneration Panel)
Director: Development and Governance, South East Employers
December 2025

Appendix 1: Summary of Panel's Recommendations

Allowance	Current Amount for 2025-26	Number	Recommended Allowance (50% PSD)	Recommended Allowance Calculation
Basic (BA)				
Total Basic:	£8,511	54	£8,815	

Special Responsibility:				
Leader of the Council	£29,793	1	£30,853	350% of BA
Deputy Leader	£19,365	1	£20,054	65% of Leader's Allowance
Principal Opposition Group Leader	£8,937	1	£9,256	30% of Leader's Allowance
Cabinet Members	£14,892	5	£15,427	50% of Leader's Allowance
Chair of Audit and Accounts	£7,449	1	£7,713	25% of Leader's Allowance
Vice Chair of Audit and Accounts	£747	1	£771	10% of Chair's Allowance
Chair of Development Control	£8,937	1	£10,799	35% of Leader's Allowance
Vice Chair of Development Control	£897	1	£1,080	10% of Chair's Allowance
Chair of Licensing	£7,449	1	£7,713	25% of Leader's Allowance
Vice Chair of Licensing	£747	1	£771	10% of Chair's Allowance
Chairs of Overview and Scrutiny	£7,449	4	£7,713	25% of Leader's Allowance
Vice Chairs of Overview and Scrutiny	£747	4	£771	10% of Chair's Allowance
Chair of Human Resources	£7,449	1	£4,628	15% of Leader's Allowance
Vice Chair of Human Resources	£747	1	£463	10% of Chair's Allowance
Chair of Standards	£7,449	1	£4,628	15% of Leader's Allowance
Vice Chair of Standards	£747	1	£463	10% of Chair's Allowance
Mayor	£7,749	1	£7,713	25% of Leader's Allowance
Deputy Mayor	£1,866	1	£1,928	25% of Mayor's Allowance
Other Opposition Group Leader	£4,473		£4,628 ¹	50% of Principal Opposition Group Leader

Co-Opted Member	£747		£747	Indexation
Independent Persons Allowance	£2,235		£2,235	Indexation

1. SRA payable to Group Leaders with at least 10% of all Members in the Group (10% of 54), 5 Members

Q1 In a typical week how many hours do you spend on the Ward Council role?

Answered: 13 Skipped: 0

#	RESPONSES	DATE
1	20	11/10/2025 2:48 PM
2	15	11/10/2025 2:08 PM
3	20	11/10/2025 10:30 AM
4	12 to 15 hours a week. Sometimes more	11/9/2025 8:13 PM
5	15	11/7/2025 5:57 PM
6	10	11/7/2025 3:54 PM
7	10	11/7/2025 11:00 AM
8	27	11/3/2025 8:35 PM
9	12	10/29/2025 3:18 PM
10	20	10/29/2025 2:28 PM
11	Varies wildly between 5 and 25 hours. I'd estimate 2 days a week regularly - so 15 hours.	10/28/2025 8:03 AM
12	15-20	10/27/2025 7:00 PM
13	6-8 hours	10/27/2025 6:20 PM

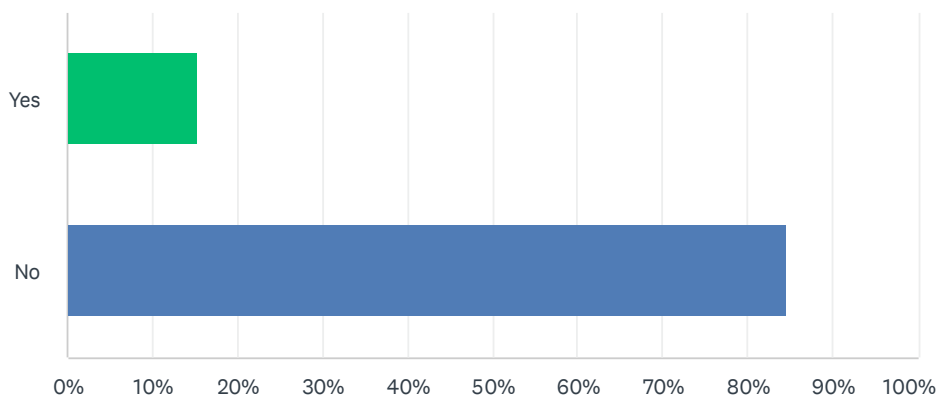
Q2 If you hold a role(s) within the Council i.e. Group Leader, Chair/Vice Chair etc., how many hours do you spend in a typical week on Council business relevant to the role(s). [Please provide details separately for each role if more than one additional role is held.] Please specify specific roles below and hours spent on each role:

Answered: 11 Skipped: 2

#	RESPONSES	DATE
1	Committee Chair - 5 Deputy Group Leader - 5	11/10/2025 2:48 PM
2	na	11/10/2025 2:09 PM
3	Not in the above roles	11/9/2025 8:13 PM
4	N/A	11/7/2025 5:57 PM
5	Mayor - 30	11/7/2025 3:54 PM
6	Cabinet Member / Portfolio holder 25	11/7/2025 11:00 AM
7	N/A	11/3/2025 8:35 PM
8	0.5	10/29/2025 3:18 PM
9	0	10/29/2025 2:28 PM
10	Audit/Accounts Chair - approx 2 days per meeting plus approx 1 day per month on research, consultations, CPD and other follow up. So estimate 3 days per week. The volume of papers and statutory responsibilities seem significantly higher than other committees such as HR Committee.	10/28/2025 8:03 AM
11	Group Leader 4 hours	10/27/2025 6:20 PM

Q3 Do you incur any significant costs which you believe are not covered by your present allowance?

Answered: 13 Skipped: 0



ANSWER CHOICES	RESPONSES
Yes	15.38% 2
No	84.62% 11
TOTAL	13

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	Extended time working replying to residents emails. Organising council surgeries and attending. The time is the significant cost as this prohibits me earning income via my other businesses.	11/10/2025 10:30 AM
2	Print costs of our ward community newsletter; is not even tax deductible.	10/28/2025 8:03 AM

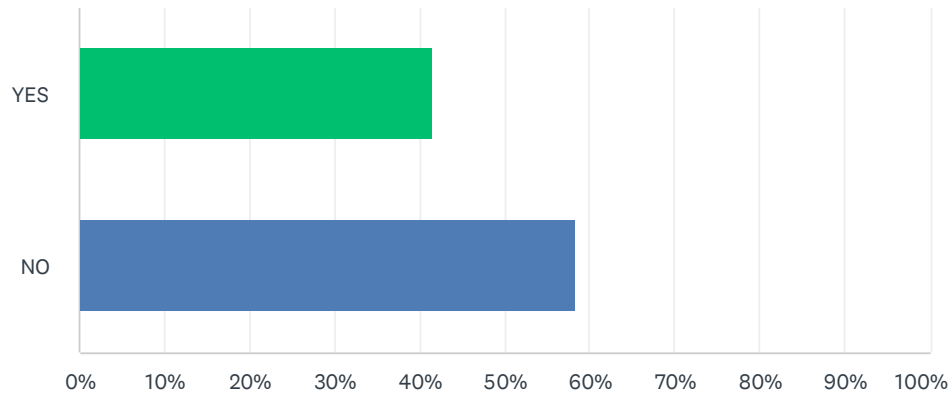
Q4 Government guidance states that “it is important that some element of the work of Councillors continues to be voluntary”. As part of their deliberations, Independent Remuneration Panels will assess what Public Service Discount should apply to the basic allowance - that is the percentage of their time Councillors expect to give without any financial remuneration. Accordingly, what do you feel is an acceptable amount of time to be given, unremunerated, if any, expressed as a percentage?

Answered: 13 Skipped: 0

#	RESPONSES	DATE
1	75%	11/10/2025 2:48 PM
2	25%	11/10/2025 2:09 PM
3	10%	11/10/2025 10:30 AM
4	not sure.	11/9/2025 8:13 PM
5	2-3 hours per week	11/7/2025 5:57 PM
6	100%	11/7/2025 3:54 PM
7	10%	11/7/2025 11:00 AM
8	50%	11/3/2025 8:35 PM
9	20%	10/29/2025 3:18 PM
10	Community work should be voluntary, this could be school governing bodies or equivalent local committees. I am uncomfortable with the idea that anyone, including councillors, should be on a PAYE payroll and be paid below minimum wage.	10/29/2025 2:28 PM
11	I think 2-3 hours a week is fair. So on my calcs that would be 20%. The ward role is grossly under remunerated, no pension, no benefits and eats into my self employed earning hours.	10/28/2025 8:03 AM
12	20%	10/27/2025 7:00 PM
13	20%	10/27/2025 6:20 PM

Q5 The present level of Basic Allowance payable to all Councillors is £8,511. Do you think this is appropriate?

Answered: 12 Skipped: 1



ANSWER CHOICES	RESPONSES	
YES	41.67%	5
NO	58.33%	7
TOTAL		12

#	IF NO, SHOULD IT BE LOWER OR HIGHER? PLEASE GIVE A REASON FOR YOUR ANSWER:	DATE
1	Higher. The current basic councillor allowance of £8,511 per year does not reflect the significant time commitment required to effectively serve our residents. A dedicated councillor routinely contributes well over 20 hours each week meeting residents, running surgeries, responding to casework, visiting neighbourhoods to address issues, and attending evening committee meetings and full council sessions. At its current level, the allowance creates a real barrier for younger people and working-age residents who simply cannot afford to reduce their paid employment to take on these responsibilities. This limits who can realistically stand for election and ultimately affects the diversity of our council. Instead of being representative of the whole community, the council risks becoming dominated by older retired individuals or those with independent means. If we want a council that truly reflects a broad range of ages, backgrounds, and lived experiences, the basic allowance must be set at a level that enables people from all walks of life to participate. Raising the allowance is not about rewarding councillors—it is about removing financial barriers and ensuring democratic representation remains open, inclusive, and sustainable	11/10/2025 10:42 AM
2	Higher	11/9/2025 8:14 PM
3	10% increment will be more ideal.	11/7/2025 5:58 PM
4	Base on above ward role this equates to approx £17/ hour. Should be nearer £20 give current climate and responsibilities	11/7/2025 11:03 AM
5	Higher. I am able to put the hours in that I do because I have a supportive partner and am reasonably financially secure. At the current level, people with less are excluded and that will always mean those from minoritised and under-represented communities (people of colour, younger people, disabled people, women, people from lower socio-economic backgrounds etc) will continue to be under-represented.	11/3/2025 8:40 PM
6	HIGHER	10/29/2025 3:20 PM
7	Higher - as noted in other comments.	10/28/2025 8:05 AM
8	It should go up alongside the cost of living.	10/27/2025 7:02 PM

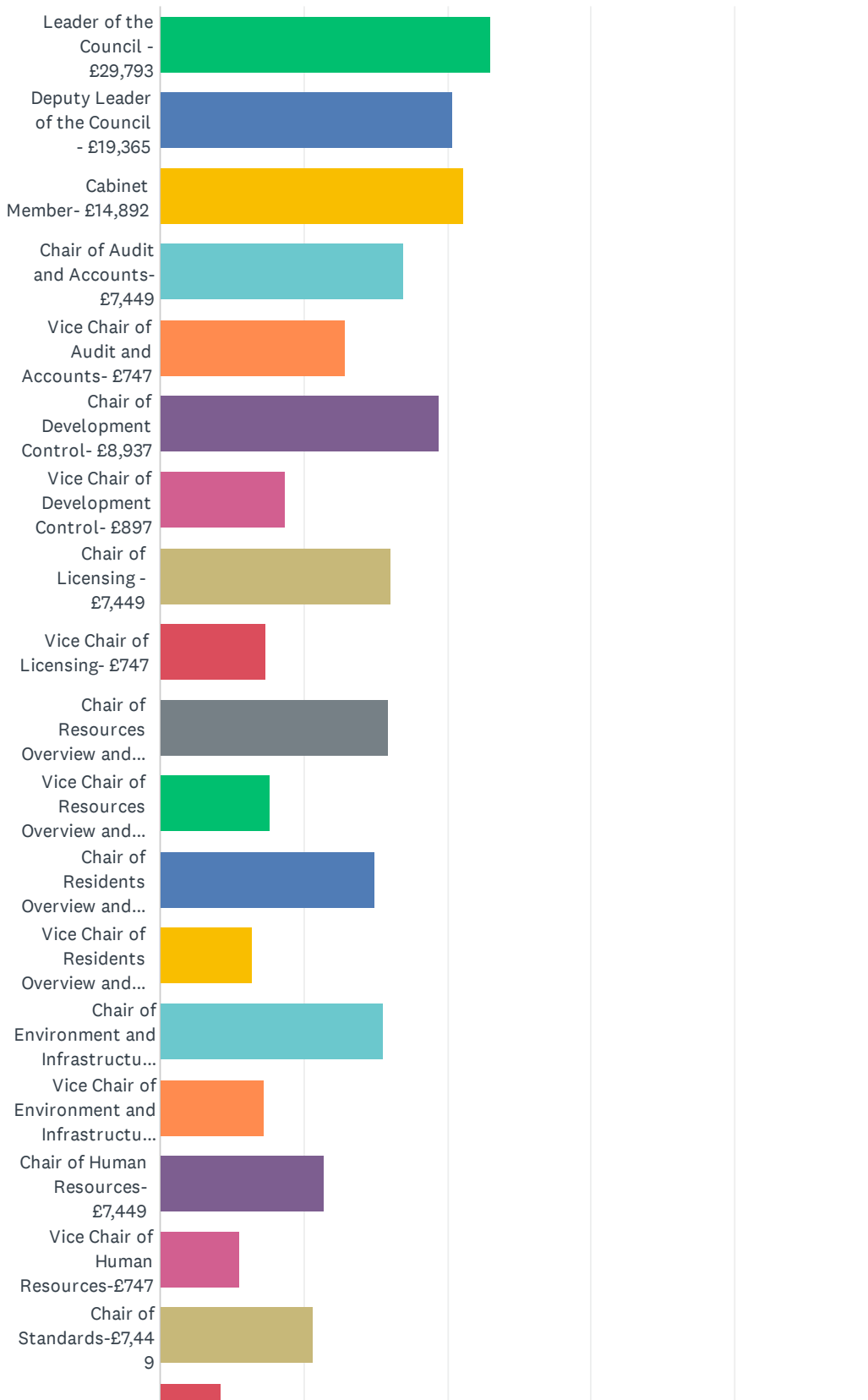
Q6 If you are able to, please indicate an appropriate level £:

Answered: 8 Skipped: 5

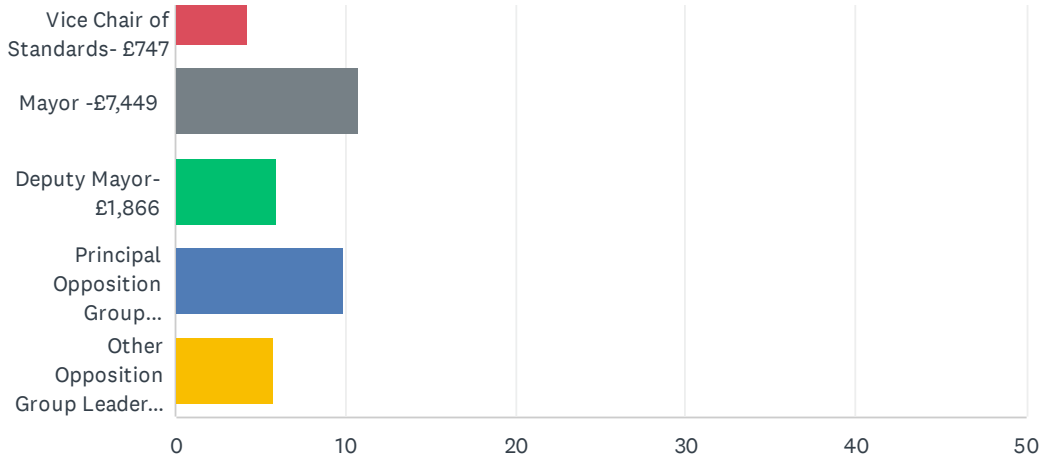
#	RESPONSES	DATE
1	NA	11/10/2025 2:09 PM
2	14,400	11/10/2025 10:42 AM
3	£10,500	11/9/2025 8:14 PM
4	--	11/7/2025 5:58 PM
5	Based above circa £10000	11/7/2025 11:03 AM
6	£10-12k	11/3/2025 8:40 PM
7	£10.00	10/29/2025 3:20 PM
8	It should be doubled.	10/28/2025 8:05 AM

Q7 Special Responsibility Allowances (SRAs) are currently paid as follows: [To assist the Panel to produce a more consistent group of allowances, please can you score each role / position in respect of importance and impact, with 1 being the most important.

Answered: 10 Skipped: 3



Independent Remuneration Panel Members' Allowances Questionnaire 2025 - Basingstoke and Deane Borough Council



Independent Remuneration Panel Members' Allowances Questionnaire 2025 - Basingstoke and Deane Borough Council

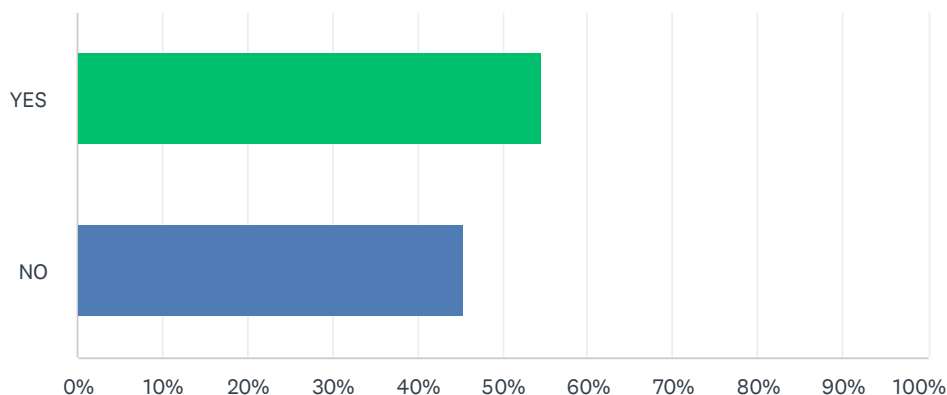
	1	2	3	4	5	6	7	8	9	10	11
Leader of the Council - £29,793	100.00% 10	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Deputy Leader of the Council - £19,365	0.00% 0	55.56% 5	33.33% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Cabinet Member-£14,892	0.00% 0	30.00% 3	50.00% 5	20.00% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Chair of Audit and Accounts-£7,449	0.00% 0	0.00% 0	0.00% 0	11.11% 1	22.22% 2	22.22% 2	0.00% 0	11.11% 1	22.22% 2	0.00% 0	11.11% 1
Vice Chair of Audit and Accounts-£747	0.00% 0	0.00% 0	12.50% 1	0.00% 0	12.50% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	12.50% 1	0.00% 0
Chair of Development Control-£8,937	0.00% 0	11.11% 1	0.00% 0	33.33% 3	33.33% 3	22.22% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Vice Chair of Development Control- £897	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	11.11% 1	0.00% 0	0.00% 0	0.00% 0	11.11% 1
Chair of Licensing - £7,449	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	22.22% 2	22.22% 2	22.22% 2	22.22% 2	0.00% 0	11.11% 1
Vice Chair of Licensing-£747	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	11.11% 1
Chair of Resources Overview and Scrutiny - £7,449	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	11.11% 1	33.33% 3	22.22% 2	11.11% 1	11.11% 1	11.11% 1
Vice Chair of Resources Overview and Scrutiny-£747	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	11.11% 1	0.00% 0	0.00% 0
Chair of Residents Overview and Scrutiny-£7,449	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	11.11% 1	11.11% 1	22.22% 2	11.11% 1	11.11% 1	22.22% 2
Vice Chair of Residents Overview and Scrutiny-£747	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Chair of Environment and Infrastructure Overview and Scrutiny - £7,449	0.00% 0	0.00% 0	0.00% 0	0.00% 0	22.22% 2	11.11% 1	11.11% 1	0.00% 0	11.11% 1	33.33% 3	0.00% 0

Independent Remuneration Panel Members' Allowances Questionnaire 2025 - Basingstoke and Deane Borough Council

Vice Chair of Environment and Infrastructure Overview and Scrutiny - £747	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Chair of Human Resources- £7,449	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	11.11% 1	22.22% 2	11.11% 1
Vice Chair of Human Resources- £747	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Chair of Standards- £7,449	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	11.11% 1	0.00% 0	11.11% 1	11.11% 1
Vice Chair of Standards- £747	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Mayor - £7,449	0.00% 0	11.11% 1	0.00% 0	11.11% 1	11.11% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Deputy Mayor- £1,866	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Principal Opposition Group Leader- £8,937	0.00% 0	0.00% 0	11.11% 1	22.22% 2	0.00% 0	0.00% 0	0.00% 0	11.11% 1	0.00% 0	0.00% 0	0.00% 0
Other Opposition Group Leaders- £4,473	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0

Q8 Would you like to see any of these changes made to these allowances?

Answered: 11 Skipped: 2

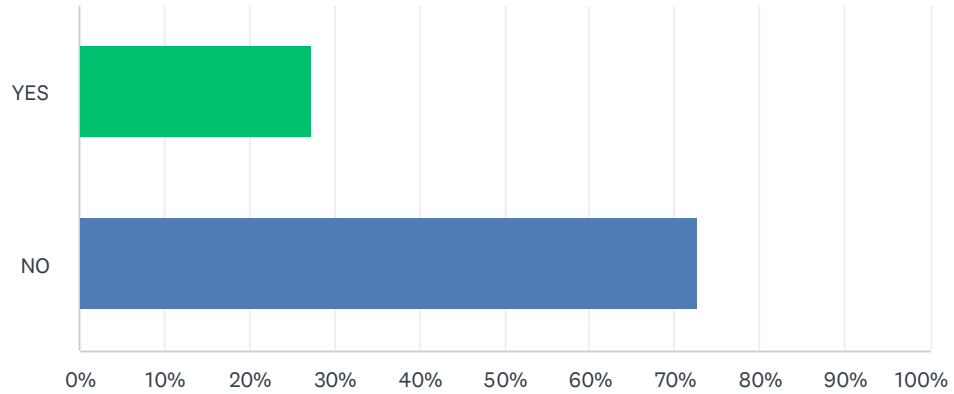


ANSWER CHOICES	RESPONSES	
YES	54.55%	6
NO	45.45%	5
TOTAL		11

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	Development Control is one of the councils biggest and most important roles it should be remunerated as such. Running the entire process of approving planning applications alongside officers is as important as most cabinet roles. The leading of opposition groups is important work and should be reflected accordingly, the principal opposition groups leader should not warrant nearly double the SRA of other opposition group leaders as the SRA should reflect the time and work commitment involved rather than small discrepancies in numbers of each group.	11/10/2025 2:57 PM
2	Vice Chairs of committees should be increased to 20% of the chair rate.	11/10/2025 10:51 AM
3	Pro rata current economic situation and current comparison to private sector and equivalent officer role remuneration	11/7/2025 11:07 AM
4	A full review of the work of each committee with a proportionate allowance per committee based on its workload and responsibility	10/28/2025 8:19 AM
5	Yes alongside with cost of living increases.	10/27/2025 7:08 PM
6	A reduction for chairs of HR & standards	10/27/2025 6:27 PM

Q9 Would you like to see any new SRAs introduced?

Answered: 11 Skipped: 2

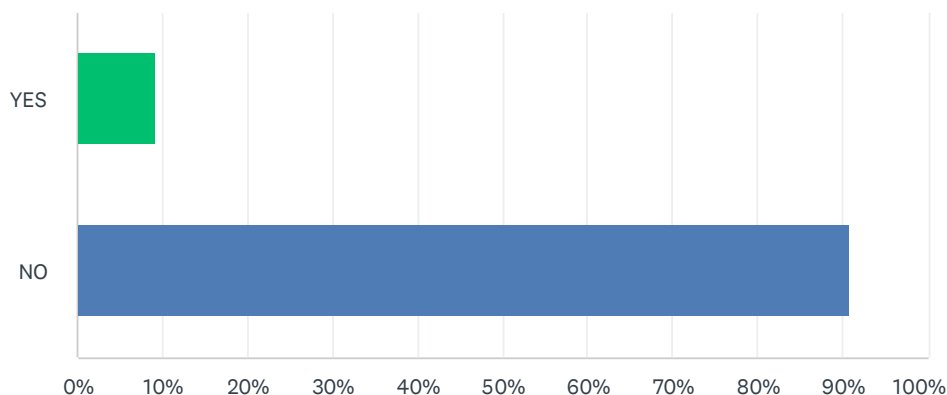


ANSWER CHOICES	RESPONSES
YES	27.27% 3
NO	72.73% 8
TOTAL	11

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	SRA's for new Scrutiny committee that is being formed to scrutinise the Regeneration proposals for South Ham and Buckskin	11/10/2025 10:51 AM
2	SEND and adult services	10/27/2025 7:08 PM

Q10 Dependent Carers' Allowance - Reimbursed at actual expenditure incurred. Would you like to see any changes to this allowance?

Answered: 11 Skipped: 2

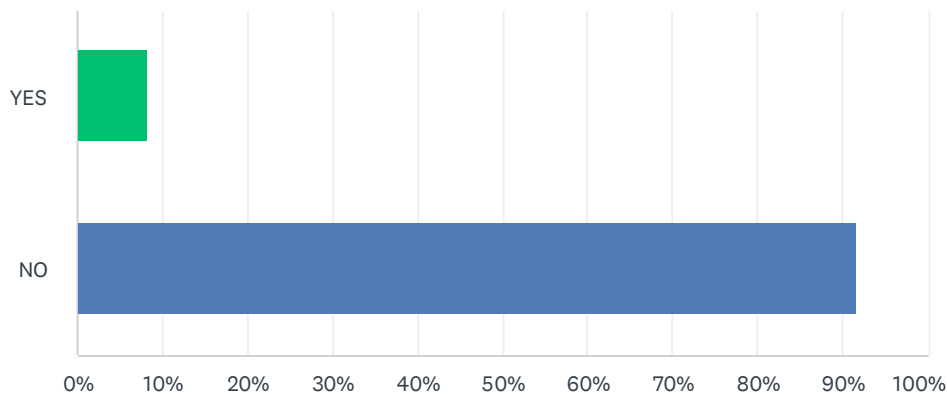


ANSWER CHOICES	RESPONSES
YES	9.09% 1
NO	90.91% 10
TOTAL	11

#	IF YES, PLEASE INDICATE RATE AND SEASON:	DATE
1	Don't know	10/28/2025 8:19 AM
2	Alongside cost of living	10/27/2025 7:09 PM

Q11 The current scheme of travel allowances are linked to those recommended by HMRC. Do you have any comments on the current scheme for Councillors?

Answered: 12 Skipped: 1

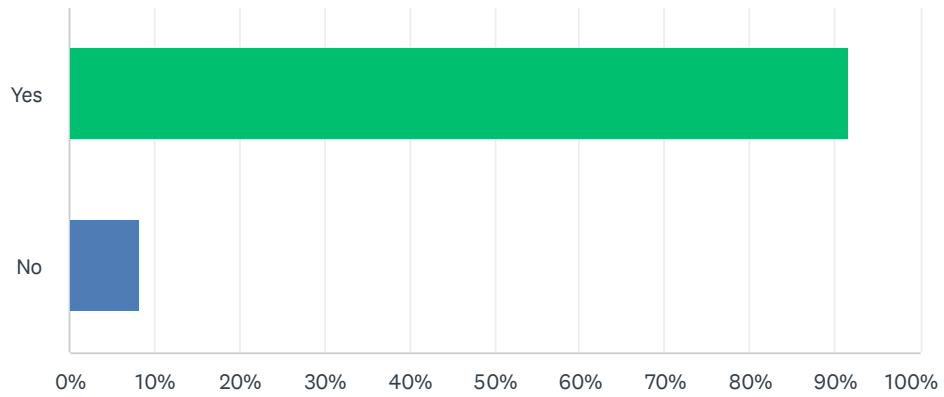


ANSWER CHOICES	RESPONSES
YES	8.33% 1
NO	91.67% 11
TOTAL	12

#	IF YES, PLEASE PROVIDE DETAILS:	DATE
1	They are fine. Although HMRC needs to review mileage allowance.	10/28/2025 8:20 AM

Q12 Parental Leave Policy for Councillors. Are you supportive of the Parental Leave Policy for Councillors?

Answered: 12 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	91.67%	11
No	8.33%	1
TOTAL		12

Q13 If you have any other comments on Members' Allowances, please detail below:

Answered: 3 Skipped: 10

#	RESPONSES	DATE
1	While a proportion of the role of a councillor is rightly considered vocational and rooted in a commitment to public service, the practical realities of modern life cannot be ignored. Increasing financial pressures and the rising cost of living mean that many dedicated individuals simply cannot afford to contribute the substantial time required without fair compensation. For our publicly elected representatives to reflect the communities they serve, members' allowances must more accurately recognise the hours, responsibilities, and personal commitment involved in performing the role effectively. Ensuring allowances are set at a fair and realistic level is essential—not to reward councillors, but to ensure that people from all backgrounds are able to stand for election, support their residents, and carry out their duties without undue financial strain. A fairer allowance structure strengthens local democracy by enabling councillors to focus on representing their communities to the best of their abilities.	11/10/2025 10:56 AM
2	The key issue is that it's too easy to be a Councillor and do little. Cllrs should be better paid BUT there should also be monitoring and oversight on how they perform for that fee that can be accessed by the public.	11/3/2025 9:01 PM
3	Absence of Pension is against auto-enrolment legislation	10/28/2025 8:20 AM



NB: some cells contain notes denoted by a red mark

2024 data included as no information provided

Data not provided or query outstanding

*This is the principle that an important part of being a Councillor is the desire to serve the public and, therefore, not all of what a Councillor does should be remunerated; a portion of their time should be given voluntarily. The consolidated statutory guidance requires Panels to recognise this principle when arriving at the recommended Basic Allowance. So, for example, if the expectation is that a Councillor will spend nine hours per week in the role, a Public Service Discount of 33% will mean that the Councillor gives three hours 'pro bono publico' and is remunerated for the remaining six hours.

MINIMUM	£6,490.00	£283,363.00	28	30%
MAXIMUM	£9,999.00	£672,200.00	54	50%
AVERAGE	£7,898.41	£474,401.00	41	40%

Council name	Type of council	County Area	Political control	Population	Basic Allowance for 2025/2026 (£)	Overall budget for Member Allowances (£)	Total number of councillors	Percentage of Public Service Discount*, if applicable (%)	Comments on Basic Allowance
Basingstoke and Deane Borough Council	District	Hampshire	No Overall Control	193,110	£8,511.00	£672,200.00	54	50%	None
East Hampshire District Council	District	Hampshire	No Overall Control	125,700	£7,479.94	£504,500.00	43	40%	None
Eastleigh Borough Council	District	Hampshire	Liberal Democrat	137,000	£8,680.92	£488,640.00	39	30%	None
Fareham Borough Council	District	Hampshire	Conservative	114,500	£7,405.20	£472,700.00	32	N/A	Unclear so taken from Constitution document
Gosport Borough Council	District	Hampshire	Liberal Democrat	86,000	£8,250.00	£283,363.00	28	40%	None
Havant Borough Council	District	Hampshire	Coalition with Labour, Liberal Democrats and Green Party.	124,854	£6,490.00	£390,670.00	36	Not provided	None
New Forest District Council	District	Hampshire	Conservative	Approx 175,800	£8,140.00	£500,000.00	48	33%	None
Rushmoor Borough Council	District	Hampshire	Labour	103,000	£6,602.00	£371,650.00	39	40%	An inflationary increase will be applied in September backdated to April linked to NJC staff pay increase which has just been announced
Test Valley Borough Council	District	Hampshire	Conservative	136,999	£9,999.00	£615,000.00	43	45%	This is increased on a yearly basis by CPIH
Winchester City Council	District	Hampshire	Liberal Democrat	Approx 128,500	£7,426.00	£445,287.00	45	46.6%	indexation applied to all allowances - which is the staff pay increase (so this year was 3.2%)



2024 data included as no information provided

Data not provided or query outstanding

				MINIMUM	£17,641.00	£5,837.00	£9,104.00	£0.00	£2,523.00	£583.00	£0.00	£0.00	£0.00
				MAXIMUM	£29,793.00	£19,365.00	£14,892.00	£2,671.41	£7,449.00	£1,459.00	£8,025.00	£963.00	£0.00
				AVERAGE	£22,478.04	£12,508.10	£11,122.57	£1,335.71	£4,311.35	£920.27	£3,728.49	£632.50	£0.00
Council name	Type of council	County Area	Political control	Population	Leader	Deputy Leader	Cabinet Member/Portfolio Holder	Cabinet Member/Non Portfolio Holder	Chair Audit Committee	Deputy Chair Audit Committee	Licensing Committee Chair	Deputy Chair Licensing Committee	Members of Licensing Committee
Basingstoke and Deane Borough Council	District	Hampshire	No Overall Control	193,110	£29,793.00	£19,365.00	£14,892.00	N/A	£7,449.00	£747.00	£7,449.00	£747.00	N/A
East Hampshire District Council	District	Hampshire	No Overall Control	125,700	£22,439.81	£12,822.75	£9,617.06	2671.41	4,274.25	N/A	2671.41	N/A	N/A
Eastleigh Borough Council	District	Hampshire	Liberal Democrat	137,000	£25,709.61	£11,888.22	£10,189.05	£0.00	£3,394.87	849.33	£0.00	£0.00	£0.00
Fareham Borough Council	District	Hampshire	Conservative	114,500	£23,112.00	£12,840.00	£12,840.00	N/A	£4,815.00	£963.00	£8,025.00	963	N/A
Gosport Borough Council	District	Hampshire	Liberal Democrat	86,000	£17,641.00	£5,837.00	N/A	N/A	£2,919.00	£1,459.00	N/A	N/A	N/A
Havant Borough Council	District	Hampshire	Coalition with Labour, Liberal Democrats and Green Party.	124,854	£20,824.00	£11,973.00	£10,069.00	N/A	N/A	N/A	£1,335.00	N/A	N/A
New Forest District Council	District	Hampshire	Conservative	Approx 175,800	£25,235.00	£15,142.00	£12,618.00	N/A	£2,523.00	N/A	£2,523.00	N/A	N/A
Rushmoor Borough Council	District	Hampshire	Labour	103,000	£18,314.00	£10,541.00	£9,104.00	N/A	£6,176.00	N/A	6176 (as above)	N/A	532 if they do 4 or more hearings in a year
Test Valley Borough Council	District	Hampshire	Conservative	136,999	£20,026.00	£12,744.00	£11,014.00	N/A	£2,914.00	£583.00	£4,096.00	£820.00	N/A
Winchester City Council	District	Hampshire	Liberal Democrat	Approx 128,500	£21,686.00	£11,928.00	£9,760.00	N/A	£4,337.00	N/A	£4,337pa	N/A	N/A



2024 data included as no information provided

Data not provided or query outstanding

				MINIMUM	£4,246.93	£897.00	£0.00	£2,125.82	£529.88	£3,394.87	£747.00	£0.00	£0.00
				MAXIMUM	£11,556.00	£3,254.00	£0.00	£7,449.00	£2,919.00	£9,760.00	£1,820.00	£747.00	£0.00
				AVERAGE	£7,494.11	£1,875.59	£0.00	£4,959.05	£1,398.63	£6,881.23	£1,094.83	£373.50	£0.00
Council name	Type of council	County Area	Political control	Population	Planning Committee Chair	Deputy Chair Planning Committee	Members of Planning Committee	Committee Chair	Vice Chair of Committee	Overview and Scrutiny Committee Chair	Deputy Chair Overview and Scrutiny Committee	Overview and Scrutiny Co optee	Chair of Working/Joint Committee
Basingstoke and Deane Borough Council	District	Hampshire	No Overall Control	193,110	£8,937.00	£897.00	N/A	£7,449.00	£747.00	£7,449.00	£747.00	£747.00	N/A
East Hampshire District Council	District	Hampshire	No Overall Control	125,700	£6,689.20	£2,671.41	N/A	£2,671.41	n/a	£6,689.20	N/A	N/A	N/A
Eastleigh Borough Council	District	Hampshire	Liberal Democrat	137,000	4,246.93	1059.75	£0.00	2125.82	529.88	3394.87	849.33	£0.00	£0.00
Fareham Borough Council	District	Hampshire	Conservative	114,500	11556	963	n/a	n/a	n/a	£8,025.00	£963.00	N/A	N/A
Gosport Borough Council	District	Hampshire	Liberal Democrat	86,000	£5,927.00	£2,919.00	n/a	£5,927.00	£2,919.00	N/A	N/A	N/A	N/A
Havant Borough Council	District	Hampshire	Coalition with Labour, Liberal Democrats and Green Party.	124,854	£5,988.00	N/A	N/A	£6,622.00	N/A	£6,622.00	N/A	N/A	N/A
New Forest District Council	District	Hampshire	Conservative	Approx 175,800	£8,833.00	N/A	N/A	N/A	N/A	£6,309.00	N/A	N/A	N/A
Rushmoor Borough Council	District	Hampshire	Labour	103,000	£6,176.00	N/A	N/A	Which?	N/A	£4,579.00	N/A	N/A	N/A
Test Valley Borough Council	District	Hampshire	Conservative	136,999	£6,828.00	£1,365.00	N/A	N/A	N/A	£9,103.00	£1,820.00	N/A	N/A
Winchester City Council	District	Hampshire	Liberal Democrat	Approx 128,500	£9,760.00	£3,254.00	N/A	N/A	N/A	£9,760.00	N/A	N/A	N/A



2024 data included as no information provided

Data not provided or query outstanding

				MINIMUM	£0.00	£0.00	£0.00	£0.00	£3,727.00	£0.00	£0.00
				MAXIMUM	£12,374.00	£4,331.00	£4,274.25	£0.00	£9,760.00	£3,254.00	£4,473.00
				AVERAGE	£5,487.50	£1,670.43	£1,254.71	£0.00	£6,616.06	£1,715.67	£1,906.50
Council name	Type of council	County Area	Political control	Population	Civic Mayor	Deputy Mayor	Chair of Council** if separate or in addition to Civic Mayor allowance, if included in Q29 please insert £0	Deputy Chair of Council** if separate or in addition to Deputy Mayor allowance, if included in Q30 please insert £0	Opposition Group Leader	Deputy Opposition Leader	Group Leader
Basingstoke and Deane Borough Council	District	Hampshire	No Overall Control	193,110	£7,449.00	£1,866.00	£0.00	£0.00	£8,937.00	N/A	£4,473.00
East Hampshire District Council	District	Hampshire	No Overall Control	125,700	N/A	N/A	£4,274.25	N/A	480.86 per member	n/a	480.86 per member
Eastleigh Borough Council	District	Hampshire	Liberal Democrat	137,000	£0.00	£0.00	£0.00	£0.00	£6,793.45	£0.00	£0.00
Fareham Borough Council	District	Hampshire	Conservative	114,500	5126	963	N/A	N/A	£3,852.00	N/A	N/A
Gosport Borough Council	District	Hampshire	Liberal Democrat	86,000	N/A	N/A	N/A	N/A	£6,300.00	N/A	£1,260.00
Havant Borough Council	District	Hampshire	Coalition with Labour, Liberal Democrats and Green Party.	124,854	£3,000.00	£1,500.00	Not provided	Not provided	N/A	N/A	Various
New Forest District Council	District	Hampshire	Conservative	Approx 175,800	£10,094.00	£2,523.00	N/A	N/A	£9,463.00	£1,893.00	£1,893.00
Rushmoor Borough Council	District	Hampshire	Labour	103,000	£1,757.00	N/A	£0.00	£0.00	£3,727.00	N/A	N/A
Test Valley Borough Council	District	Hampshire	Conservative	136,999	£12,374.00	£4,331.00	£0.00	£0.00	£4,096.00	N/A	N/A
Winchester City Council	District	Hampshire	Liberal Democrat	Approx 128,500	£4,100.00	£510.00	£3,254.00	N/A	£9,760.00	£3,254.00	N/A



2024 data included as no information provided

Data not provided or query outstanding

MINIMUM	£0.00	£0.00	£364.00
MAXIMUM	£321.00	£2,168.00	£2,235.00
AVERAGE	£160.50	£722.67	£980.68

Council name	Type of council	County Area	Political control	Population	Opposition Spokesperson	Chief Whip** e.g. political group position responsible for managing party discipline and voting alignment	Independent Person Allowance	Independent Person (Audit)	Do you operate the 1 SRA per councillor * rule? * e.g. the number of roles are not restricted but the number of SRAs that can be claimed are	Do you operate the 50% rule? * This is the rule that no more than 50% of councillors in a council can receive an SRA
Basingstoke and Deane Borough Council	District	Hampshire	No Overall Control	193,110	N/A	N/A	£2,235.00	£2,235.00	Yes	Yes
East Hampshire District Council	District	Hampshire	No Overall Control	125,700	N/A	N/A	£1,500.00	N/A	Yes	Yes
Eastleigh Borough Council	District	Hampshire	Liberal Democrat	137,000	£0.00	£0.00	£600.00	£600.00	No	No
Fareham Borough Council	District	Hampshire	Conservative	114,500	£321.00	N/A	£761.40	N/A	No	No
Gosport Borough Council	District	Hampshire	Liberal Democrat	86,000	N/A	N/A	N/A	N/A	Yes	Yes
Havant Borough Council	District	Hampshire	Coalition with Labour, Liberal Democrats and Green Party.	124,854	N/A	N/A	£1,000.00	N/A	Yes	Yes
New Forest District Council	District	Hampshire	Conservative	Approx 175,800	N/A	N/A	£364.00	N/A	Yes	Yes
Rushmoor Borough Council	District	Hampshire	Labour	103,000	N/A	£0.00	£585.00	£585.00	Yes	No
Test Valley Borough Council	District	Hampshire	Conservative	136,999	N/A	N/A	N/A	New role - not yet decided	Yes	Yes
Winchester City Council	District	Hampshire	Liberal Democrat	Approx 128,500	N/A	£2,168.00	£800.00	N/A	Yes	Yes



2024 data included as no information provided

Data not provided or query outstanding

Council name	Type of council	County Area	Political control	Population	How are current SRA's calculated? Please provide a brief summary (eg as a percentage of the Leader's SRA)	Are current SRA's approved?	Are they for your next review?	Have your SRA's been updated since last year or frozen?	Have you established a formula or updated the SRA's annually?	How do you measure your independence? Remuneration panels? You advised where they are based?	What is the pay for independent members? Remuneration panels? Do you receive?	Please describe any recent changes to the structure within your authority (including number and proportion of independent members received)	Is the Leader's remuneration?	Please describe the number of hours your Chair members work on average per week	Please describe any sign changes made to SRA's	Please describe the size and composition of your authority's Overview and Scrutiny committees (see) and panels.	
Basingstoke and Deane Borough Council	District	Hampshire	No Overall Control	159,110	As a percentage of the Leader's SRA	20/03/2025	26/03/2026	Updated	Yes	Indexed linked to salary increase for NIC staff at the Council	£500.00	Conservative & Independent Forum (Basingstoke & Deane independents 12 members, 2 Green Members, 1 The All In Party Member and 3 Independent Members) Labour & Liberal Democrat	Yes	Estimated 25 - 30 varies from councillor to councillor	No changes since last survey	3 O&S committees each comprising of 10 members - 3 Cons, 2 Lib, 3 Independent Forum, 2 Lib Dem	
East Hampshire District Council	District	Hampshire	No Overall Control	125,700	As a percentage of the Leader's SRA	11/01/2024	01/11/2027	Updated	Yes	Index linked to the annual staff pay award	£1,500 annual stipend, paid monthly	N/A	45	45	n/a	10 members (1 committee)	
Eastleigh Borough Council	District	Hampshire	Liberal Democrat	137,000	As a percentage of the Leader's SRA	28/11/2022	22/11/2026	Updated	Yes	Councillors allowances are uplifted by the average percentage of the NIC pay award to staff. This includes SRAs.	£200 and any reasonable travel expenses.	None	Yes	25 to 30	None	Overview and Scrutiny - 11 Councillors 9 Liberal Democrat 1 Conservative 1 Independent (opposition group) Audit Committee (limited scrutiny function) - 10 councillors 10 Liberal Democrat 1 Independent	
Fareham Borough Council	District	Hampshire	Conservative	114,500	Points System	30/11/2022	01/10/2025	Frozen	No	n/a	£428.70	Conservatives - 24 Liberal Democrats - 6 Labour 1 - Independents - 1	Hours not known	not known	None	9 Members - 6 Conservative and 2 Liberal Democrats	
Gosport Borough Council	District	Hampshire	Liberal Democrat	86,000	Decided by Remuneration panel. Not based on any other SRA	20/07/2022	01/05/2026	Updated	No	N/A	website, local press, social media	0	n/a	12	n/a	n/a	
Havant Borough Council	District	Hampshire	Coalition with Labour, Liberal Democrats and Green Party.	124,854	Proposed by remuneration panel and agreed at full council. Uplifted in line with NIC awards annually.	26/01/2022	2026	Updated	No	N/A	Through the assistance of Hampshire County Council	£1,000	N/A	No - 2 days per week in office, plus any other hours the leader deems necessary to fulfil his role.	N/A	3.2% uplift to basic and SRAs from April 2025	14 members, 4 standing deputies. Current composition is 4 Labour, 4 conservative, 2 Lib Dem, 2 Green and 1 reform UK
New Forest District Council	District	Hampshire	Conservative	Approx 175,800	% of Leader or Major Opposition Group Leader.	Feb-25	2028	Updated	Yes	Local Government Employees Pay award %.	Advertisement/Partner Organisations/Neighbouring Authorities.	Approx £1,000 per day for Chairman. Approx £400 per day for other members.	N/A	Not Specified but close to full time.	Not specified	N/A	
Rushmoor Borough Council	District	Hampshire	Labour	103,000	Benchmarking and consideration of responsibilities	23/06/2022	01/12/2025	Updated	Yes	NIC % Staff increase	From INLOGOV and Local contacts	Unsure	Changes about to be made October 2025 to split the Corporate Governance, Audit and Standards Committee into two committees 'Audit and Governance' and 'Licensing and Corporate Business'	35	25	removal of SRAs for vice-chairmen	11 Members of OSC - no co-opted Members A Policy and Projects Advisory Board of 11 Members carries out the 'policy development' role of scrutiny
Test Valley Borough Council	District	Hampshire	Conservative	136,999	Leader of the Council/Chair of Cabinet percentage of the basic allowance. All other SRA's are calculated as a percentage of the Leader's Allowance	23/04/2025	31/10/2028	Updated	Yes	Index linked to CPIH for the preceding September	SEEMP	£575 and £4,000 Chair	N/A	Not sure	N/A	Scrutiny - 15 members, 9 x Conservative, 6 x Lib Dem Budget Panel - 6 members, 4 conservative, 2 Lib Dem	
Winchester City Council	District	Hampshire	Liberal Democrat	Approx 128,500	See Part 6 of constitution here https://democracy.winchester.gov.uk/documents/s30993/Constitution%20for%2025%20for%20Web.pdf	01/04/2023	01/04/2027	indexation applied in line with adopted scheme	Yes	staff pay increase - See Part 6 of constitution here https://democracy.winchester.gov.uk/documents/s30993/Constitution%20for%2025%20for%20Web.pdf	Existing, and also SEEMP	flat rate £200 each (chair was more)	N/A	Yes	N/A	N/A	7 LDs, 1 Con, 1 Green (chair is Con)